

CITY OF BEAVERTON

Diversity Plan

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I. Introduction

The City of Beaverton was incorporated in 1893 and operates under the provision of its own charter and applicable State law, with a strong Mayor-Council form of government. The Mayor is elected for a four-year term and is the City's chief executive. The City Council is comprised of five part-time elected officials who exercise the legislative powers of the City and determine matters of policy. The Mayor chairs City Council meetings, but does not vote except in the event of a tie. The Mayor may veto an ordinance or other legislative enactment; the Council may override the veto by four-fifths vote. The Mayor's office is located at Beaverton City Hall, 4755 S.W. Griffith Drive, Beaverton, Oregon. He may be reached by telephone at (503) 526-2481.

The City of Beaverton is the largest incorporated city in Washington County. The City is located in the eastern portion of the County, approximately nine miles from downtown Portland. In recent years, the Washington County economy has diversified and jobs have grown rapidly at rates that exceed those of the national and regional economies. Beaverton is Oregon's fifth largest city with a 2000 population of 76,129 and Washington County is the State's second largest county with a population of approximately 445,342. Both Beaverton and Washington County have experienced a steady rate of growth in recent years.

The City's mission is to "Preserve and enhance Beaverton as a responsive, dynamic, attractive and safe community." The City is committed to maintaining a strong economy, one that fosters business prosperity and enables the quality services and programs of a first class city at a reasonable cost.

The City has a total of 457.08 full-time equivalent budgeted positions. On June 30, 2001, there were 425 full and part-time employees in regular budgeted positions. 351 City employees are eligible under State law to be represented by a labor organization and they are employed under provisions of negotiated collective bargaining agreements with two major labor organizations. The City enters into written collective bargaining agreements with each of the labor organizations. The collective bargaining agreements contain provisions on such matters as salaries, vacation, sick leave, medical and dental insurance, working conditions, and grievance procedures. Labor relations between the City and the bargaining units are good. The bargaining units that represent City employees, the number of employees represented by each and the date each current collective bargaining expires are shown below.

<u>Bargaining Unit</u>	<u>Number of Employees</u>	<u>Contract Expires</u>
Oregon Public Employees Union	222	June 30, 2003
Beaverton Police Association	129	June 30, 2002

The City of Beaverton affirms its intent that all employment decisions and practices including selection, transfer, promotion, compensation, benefits, reclassification, discipline, layoff, demotion, and discharge will be based on the principles and practices of Equal Employment Opportunity. The City of Beaverton will not discriminate in any of the aforementioned subjects based on race, sex, age, disability, religion, marital status, membership in other protected groups, or based on protected activities, in compliance with Title VII of the Civil Rights Act of 1964, Section 504 of the of the Rehabilitation Act of 1973 and Title I of the Americans With Disabilities Act of 1990. All employment decisions will be based on bona fide

occupational qualifications and essential functions of the job required for the effective delivery of City services.

In its advertising and recruitment processes, the City of Beaverton will take such actions as are necessary and appropriate to encourage applications from all individuals, including women, minorities, and individuals with disabilities. The Human Resources Director is the City's Equal Employment Opportunity Officer, its Section 504 Coordinator and its Americans With Disabilities Act Coordinator. All directors, managers, supervisors, officials and employees of the City are expected and required to refrain from any conduct or practice that is in violation of the requirements of this policy or applicable State, Federal, or local laws and regulations regarding employment discrimination.

The effective date of this plan is December 1, 2001 and will extend through December 31, 2005. The workforce and labor market statistical data is as of June 30, 2001.

II. The City of Beaverton Workforce Analysis

(As of June 30, 2000)

Table 1 is a statistical breakdown of the City's current workforce for each job category broken down by gender within each racial, color, and national origin group. The Table presents the raw data in both number and percentage format. The percentages were rounded to the nearest one-tenth of one percent. The percentages reflect the portion of employees in each job category of a given race, sex, and national origin.

Table 1: City of Beaverton Organizational Workforce

<u>Job Group</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Black (M / W)</u>	<u>Am. Indian (M / W)</u>	<u>Asian (M / W)</u>	<u>Hispanic (M / W)</u>
1. Officials and Administrators	36 8.5%	32 88.9%	4 11.1%	0 / 0 0% / 0%	0 / 0 0% / 0%	1 / 0 2.8% / 0%	0 / 0 0% / 0%
2. Professionals	86 20.2%	50 58.1%	36 41.9%	0 / 0 0% / 0%	0 / 0 0% / 0%	2 / 4 2.3% / 4.7%	0 / 0 0% / 0%
3. Technicians	25 5.9%	20 80.0%	5 20.0%	0 / 0 0% / 0%	0 / 0 0% / 0%	1 / 1 4.0% / 4.0%	0 / 0 0% / 0%
4. Protective Service Workers	102 24.0%	94 92.2%	8 7.8%	1 / 0 1.0% / 0%	0 / 0 0% / 0%	0 / 0 0% / 0%	1 / 0 1.0% / 0%
5. Paraprofessionals	44 10.4%	9 20.5%	35 79.5%	0 / 0 0% / 0%	0 / 1 0% / 2.3%	0 / 2 0% / 4.5%	0 / 0 0% / 0%
6. Administrative Support	74 17.4%	2 2.7%	72 97.3%	0 / 1 0% / 1.4%	0 / 0 0% / 0%	0 / 3 0% / 4.1%	1 / 2 1.4% / 2.7%
7. Skilled Craft Workers	26 6.1%	26 100%	0 0%	1 / 0 3.8% / 0%	0 / 0 0% / 0%	0 / 0 0% / 0%	0 / 0 0% / 0%
8. Service-Maintenance	32 7.5%	30 93.8%	2 6.2%	0 / 0 0% / 0%	0 / 0 0% / 0%	1 / 0 3.1% / 0%	1 / 0 3.1% / 0%
TOTALS	425 100%	263 61.9%	162 38.1%	2 / 1 0.5% / 0.2%	0 / 1 0% / 0.2%	5 / 10 1.2% / 2.4%	3 / 2 0.7% / 0.5%

III. The City of Beaverton Community Labor Statistics

(From 2000 Census)

Table 2 is a statistical breakdown of the City's available community workforce for each job category broken down by gender and each racial, color, and national origin group. The data reflects the principal community that forms the City's hiring pool. The table presents the raw data in both number and percentage formats. The percentages are rounded to the nearest one tenth of a percent. (The statistical breakdown of the City's available community workforce for each job category which estimates the gender mix for each racial, color and national origin group is included in Appendix C as Table 4.)

Table 2: The City of Beaverton Community Workforce

<u>Job Group</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Black</u>	<u>Am. Indian</u>	<u>Asian</u>	<u>Hispanic</u>
1. Officials and Administrators	28,471 14.1%	20,885 73.4%	7,586 26.6%	459 1.6%	221 0.8%	798 2.8%	298 1.1%
2. Professionals	90,278 44.6%	55,320 61.3%	34,958 38.7%	1,148 1.3%	566 0.6%	2,140 2.4%	1,292 1.4%
3. Technicians	8,308 4.1%	6,205 74.7%	2,103 25.3%	171 2.1%	95 1.1%	309 3.7%	193 2.3%
4. Protective Service Workers	2,317 1.2%	1,889 81.5%	428 18.5%	53 2.3%	0 0.0%	11 0.5%	49 2.1%
5. Paraprofessionals	7,069 3.5%	2,404 34.0%	4,665 66.0%	192 2.7%	27 0.4%	372 5.3%	157 2.2%
6. Administrative Support	48,124 23.8%	6,313 13.1%	41,811 86.9%	805 1.7%	372 0.8%	973 2.0%	928 1.9%
7. Skilled Craft Workers	12,080 6.0%	10,378 85.9%	1,702 14.1%	280 2.3%	126 1.0%	433 3.6%	506 4.2%
8. Service-Maintenance	5,615 2.8%	4,813 85.7%	802 14.3%	121 2.2%	13 0.2%	294 5.2%	963 17.2%

IV. Utilization Analysis

(From 2000 Census)

Table 3 compares the makeup of the City's workforce with that of the identified community workforce. For ease in presentation, Table 3 only identifies the job categories in the City's workforce where underutilization of men, women or minorities appears in comparison with the identified community workforce. (Appendix C presents the same comparison as presented here, but uses the City's utilization percentages of men, women and minorities across all job categories.) An interpretation of the data follows the table.

Table 3: City of Beaverton Organizational Utilization of Community Workforce

<u>Job Group</u>	<u>Total Employees</u>	<u>Men</u>	<u>Women</u>	<u>Black</u>	<u>Am. Indian</u>	<u>Asian</u>	<u>Hispanic</u>
1. Officials & Administrators (Underutilization)	36		(15.5%)	(1.6%)	(0.8%)		(1.1%)
2. Professionals (Underutilization)	86	(3.2%)		(1.3%)	(0.6%)		(1.4%)
3. Technicians (Underutilization)	25		(10.6%)			(0.8%)	(1.5%)
4. Protective Service Workers (Underutilization)	102		(10.7%)	(1.3%)		(0.5%)	(1.1%)
5. Paraprofessionals (Underutilization)	44	(13.5%)		(2.7%)		(0.7%)	(2.2%)
6. Administrative Support (Underutilization)	73	(10.4%)		(0.3%)	(0.7%)		
7. Skilled Craft Workers (Underutilization)	26		(14.1%)		(1.0%)	(3.6%)	(4.2%)
8. Service-Maintenance (Underutilization)	32		(8.1%)	(2.1%)	(.02%)	(2.1%)	(14.0%)

Utilization Analysis Narrative:

The data indicates that notwithstanding the good faith efforts of the City in recruitment, there are a number of job groups where there is underutilization of men, women and/or minorities in comparison with the makeup of the identified community workforce. The determination of underutilization is not a finding or admission of discrimination.

Men are underutilized in these job groups: Professionals, Paraprofessionals, Protective Service Workers, and Administrative Support.

Women are underutilized in the following job groups: Officials and Administrators, Technicians, Skilled Craft Workers and Service-Maintenance.

Minorities are underutilized in all job groups. However, the underutilization of minorities in the job groups Officials and Administrators, Administrative Support, and Technicians is less than one person. Underutilization of less than one person is not considered significant.

Blacks are underutilized in all job groups job group except Skilled Craft Workers. The variance, however, is less than one person for Officials and Administrators, Technicians, Administrative Support and Service-Maintenance. The job groups Protective Services and Paraprofessionals offer the greatest area for increase in utilization of Blacks.

American Indians do not constitute a significant workforce in the identified community workforce; therefore, there are no job groups with underutilization of American Indians at a level equal to or greater than one person.

Asians are underutilized in the job groups Officials and Administrators, Protective Services, Paraprofessionals, Skilled Craft Workers and Service-Maintenance, however, they all have underutilization of less than one person.

Hispanics are underutilized in the job groups of Officials and Administrators, Professionals, Technicians, Protective Services, Paraprofessionals, Skilled Craft Workers and Service-Maintenance. The underutilization of Hispanics in all of the job groups except for Professionals, Paraprofessionals, Skilled Craft Workers and Service-Maintenance is less than one person. These four job groups offer the greatest area for increase in utilization of Hispanics.

V. Objectives

- A. Achieve broad outreach in recruiting efforts.
- B. Disseminate widely any information about job openings.
- C. Enlarge the job applicant pool.

VI. Steps to Achieve Objectives

- A. Increase and broaden the scope of resources used to advertise for all open job opportunities within the City of Beaverton, to include the following resources as appropriate to the position(s) being advertised:
1. The Oregonian newspaper
 2. The City of Beaverton internet (web-based)
 3. American Public Works Association (APWA) website
 4. Jobs in Government website
 5. Jobs Available west coast publication
 6. Newspapers in other cities
 7. American Planning Association (APA) website
 8. Institute of Transportation Engineering (ITE) website
 9. Law Enforcement Data System (LEDS) statewide system used by all Oregon Law Enforcement Agencies.
 10. Mail out job announcements to approximately 100 local agencies (see Appendix A listing all agencies).
- B. Participation in job fairs by personnel who have substantial responsibility in the making of hiring decisions.
- C. Participate in events sponsored by organizations representing groups interested in local government employment.
- D. Participate in job banks, Internet programs, and other programs designed to promote outreach generally.
- E. Participate in at least two events or programs sponsored by educational institutions relating to career opportunities in local government.
- F. Participate in other activities reasonably calculated to further the goal of disseminating information as to employment opportunities within the City of Beaverton to job candidates who might otherwise be unaware of such opportunities.

- G. Annually review personnel policies, rules, procedures, and practices to assure that they support and are consistent with the City of Beaverton Equal Employment Opportunity policy.
- H. Follow recruitment and advertising practices designed to promote full participation of all individuals, including women, minorities and individuals with disabilities, in the City of Beaverton employment processes.
- I. Receive and investigate complaints or allegations of unlawful discrimination, including complaints of harassment or discrimination on the basis of disability.
- J. Annually compile and analyze Equal Employment Opportunity reports and publications.
- K. Approve all processes and criteria used in selection of applicants for employment, transfer, promotion, reclassification, demotion, or transfer.
- L. Continue to monitor departmental employment practices to assure freedom from discrimination.
- M. Train all employees and supervisors in matters relating to Equal Employment Opportunity and disability awareness.
- N. Provide and encourage supervisory and management training to City employees who seek to prepare themselves for advancement within the City of Beaverton workforce, including women, minorities, and those with disabilities.

VII. Dissemination

The Director of Human Resources shall disseminate the Diversity Plan to all personnel employed by the City of Beaverton. The dissemination may take the form of distributing a paper copy of the Diversity Plan to all employees, or may take the form of an electronic distribution using the City of Beaverton intranet.

The Diversity Plan will be posted on the City of Beaverton website for all applicants to view. Furthermore, all applicants who request it will receive a paper version of the Diversity Plan from the City of Beaverton Human Resources Department.

Mayor

Date

APPENDIX A

Equal Employment Opportunity Mailing List for the City of Beaverton

1. Adult and Family Services, Resource Room Lab, 4425 NE Broadway, Portland, OR, 97233-5910.
2. Affirmative Action Office, University of Oregon, 472 Oregon Hall, Eugene, OR, 97403.
3. Albina Human Resources, ATTN: Dan Leonard, 30 N Webster Street C, Portland, OR, 97211.
4. American Indian Assn of Portland, PO Box 17605, Portland, OR, 97217-0605.
5. American Indian Assoc. Confed. Tribes of Siletz Indians of Oregon, 3715 SE 39th Ave., Portland, OR, 97202.
6. American Indian Assoc. of Oregon, 4029 NE Tillamook St., Portland, OR, 97212. Ph# (503) 284-0863.
7. Asian Family Center, 4424 NE Glisan St., Portland, OR, 97213. Ph# (503) 235-9396.
8. Asian Reporter, 922 N Killingsworth St. # 1a, Portland, OR, 97217. Ph# (503) 283-4440.
9. BCTI, 204 SE Stonemill Dr. #200, Vancouver, WA, 98684-6981.
10. BCTI, 8687 SW Hall Blvd., Beaverton, OR, 97005.
11. Beaverton AFS, Lori Conover, 12901 SW Jenkins Rd. #4007, Beaverton, OR, 97076.
12. Beaverton Community Youth Services, 14600 NW Cornell Rd., Beaverton, OR, 97229-5442.
13. Black Studies Program, ATTN: Darrell Millner, 724 SW Harrison, Portland, OR, 97201.
14. Black United Fund of Oregon, 2828 NE Alberta St., Portland, OR, 97211 Ph# (503) 282-7973.
15. Black Women's Network, PO Box 6505, Portland, OR, 97228.
16. Capital Career Center, Attn: Angie Boyd, PCC-WCWTC #1522, PO Box 19000, Portland, OR, 97180.
17. Centro Cultural Washington County, PO Box 708, Cornelius, OR, 97113.
18. Chinese Service Centers, 3633 SE 35th Pl., Portland, OR, 97202. Ph# (503) 872-8822.
19. City Manager, 1140 12th Ave., Sweet Home, OR, 97386.
20. City of Albany, Personnel Department, PO Box 490, Albany, OR, 97321.
21. City of Corvallis, Personnel Department, PO Box 1083, Corvallis, OR, 97339.
22. City of Eugene, Human Resources Department, 777 Pearl St., Rm. 101, Eugene, OR, 97401.

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23. City of Hillsboro, Human Resources Department, 123 West Main St., Hillsboro, OR, 97123.
24. City of Lake Oswego, Personnel Department, PO Box 369, Lake Oswego, OR, 97034.
25. City of Medford, Personnel Department, 411 West 8th St., Medford, OR, 97501.
26. City of Milwaukie, Personnel Department, 10722 SE Main St., Milwaukie, OR, 97222.
27. City of Portland, Personnel Department, 1220 SW Fifth, Portland, OR, 97204.
28. City of Salem, Personnel Department, 555 Liberty St. SE #335, Salem, OR, 97301.
29. City of Springfield, Personnel Department, 225 N Fifth St., Springfield, OR, 97477.
30. City of Tigard, Human Resources, 13125 SW Hall Blvd., Tigard, OR, 97223.
31. City of West Linn, 22500 S Salamo Rd., West Linn, OR, 97068.
32. Clackamas Community College, 19600 S Molalla Ave., Oregon City, OR, 97045.
33. Clatsop Community College, Career Counselor, Astoria, OR, 97103.
34. CODA, 1027 E Burnside St., Portland, OR, 97214.
35. Columbia Rehabilitation, 5319 SW Westgate Dr., STE 150, Portland, OR, 97221-2432.
36. Commission on Hispanic Affairs, 225 Capitol St., NE 4th Floor, Salem, OR, 97310.
37. Court Administrator, Clackamas County Courthouse, 807 Main St., Oregon City, OR, 97045.
38. DES, 1600 SE 190th Ave., #224, Portland, OR, 97233-5910.
39. Diane Dought, MACC, 1815 NW 169th Pl. STE 6020, Beaverton, OR, 97006-4886.
40. Dislocated Workers Project, Maywood Park Center, 4510 NE 102nd, Portland, OR, 97220.
41. Drake Beam Morin Inc., 2 Centerpointe Ave. STE 100, Lake Oswego, OR 97035.
42. Employment Division, 500 N. Columbia River Hwy., Suite 300, St. Helens, OR, 97051.
43. Employment Division, Dept. of Human Resources, PO Box 768, Beaverton, OR, 97075-0768.
44. Goodwill Placement Service, 1943 SE 6th St., Portland, OR, 97214.
45. Governor's Affirmative Action Office, 160 State Street, Salem, OR, 97310.
46. Hispanic Metropolitan Chamber of Commerce, 2402 NE Oregon St., Portland OR, 97232.
47. Hispanic Services Roundtable, 501 SE Hawthorne 5th Floor, Portland, OR, 97214.
48. Hispanic Student Union, PO Box 751, Portland, OR, 97207.
49. Hispanics In Unity For Oregon, 5750 SW Alfred, Portland, OR, 97219.
50. IRCO, 1336 E Burnside, Portland, OR, 97214.
51. Jewish Federation of Portland, 6651 SW Capitol Hwy., Portland, OR, 97219.
Ph# (503) 245-6219.

52. Job Corps/Pivot, 2508 NE Everett, Portland, OR, 97233.
53. Korean Society of Oregon, 7650 SW 81st Ave., Portland, OR, 97223. Ph#(503) 977-2617.
54. Lane Community College, CES Staff, 4000 E 30th Ave., Eugene, OR, 97405.
55. LDS Employment Services, ATTN: The Monson's, PO Box 2064, Beaverton, OR, 97075.
56. Lesbian Community Project, PO Box 5931, Portland, OR, 97228.
57. Linn-Benton Community College, 6300 SW Pacific Blvd., Albany, OR, 97321.
58. Lola Cortez Ocha, 108 NW 9th Ave. Ste. 201, Portland, OR, 97209.
59. Marion County Personnel, 220 High St., Salem, OR, 97301.
60. Marion Polk VRD Office, 1701 Liberty St. SE, Salem, OR, 97310.
61. Marylhurst College, Personnel Department, PO Box 261, Marylhurst, OR, 97036.
62. Metro, 600 NE Grand Ave., Portland, OR, 97232-2736.
63. Mid-Willamette Jobs Council, 320 NE Kirby St., McMinnville, OR, 97128-4301.
64. Mittleman Jewish Community Center, 6651 SW Capitol Hwy., Portland, OR, 97214.
65. Multnomah County, Employee Services Division, PO Box 14700, Portland, OR, 97214.
66. Northwest Portland Area Indian, 520 SW Harrison St., Portland, OR, 97201. Ph# (503) 228-4185.
67. Oregon Commission for the Blind, 535 SE 12th Ave., Portland, OR, 97214.
68. Oregon Commission on Indian Services, 454 State Capitol Blvd., Salem, OR, 97310.
69. Oregon Council for Hispanic, 108 NW 9th Ave. # 201, Portland, OR, 97209. Ph# (503) 228-4131.
70. Oregon Deaf Resources Center, 999 Locust St. NE, Salem, OR, 97303-5299.
71. Oregon Disabilities Commission, 1257 Ferry St. SE, Salem, OR, 97310.
72. Oregon Employment Department, PO Box 7, McMinnville, OR, 97128.
73. Oregon Human Development Corp., 9620 SW Barbur Blvd., Portland, OR, 97219.
74. Oregon MCT Job Corps, 31224 Historic Columbia River Hwy., Troutdale, OR, 97060-9340.
75. Oregon Tradeswomen Network, PO Box 86620, Portland, OR, 97286.
76. Pathways Through Career Transition, 529 SW 3rd Ave. Ste 500, Portland, OR, 97204.
77. PCC Skill Center, Cascade Campus, PO Box 19000, Portland, OR, 97280-0990.
78. PCC/NE Workforce Center, OAME Cascade Center, 4106 N Vancouver, Portland OR, 97217.
79. Portland Community College, HR Student Job Placement, PO Box 19000, Portland, OR, 97280-0990.
80. Portland Community College, P-FIT/EWP Programs, PO Box 19000, Portland, OR, 97280.
81. Portland State University Career Center, PO Box 751, Portland, OR, 97209.
82. Portland State University School of Business, PO Box 751, Portland, OR, 97207-

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83. Resource Room Coordinator, NE One Stop Career Center, 3034 NE MLK Blvd., Portland, OR, 97212.
84. Russian Oregon, 4033 SE Woodstock Blvd., Portland, OR, 97202. Ph#(503) 777-3437.
85. Se DSO (1417), 22446 SE Ladd, PO Box 14010, Portland, OR, 97214.
86. SE Works, 6927 SE Foster Rd., Portland, OR, 97206.
87. Seattle Metro Emp MS101, 821 2nd Ave., Seattle, WA, 98104-1598.
88. SMS Services, ATTN: Don Walters, 2101 NE Flanders, Portland, OR, 97232.
89. State of Oregon, Vocational Rehab Division, 10777 SW Cascade Ave., Tigard OR, 97223-4202.
90. Steps To Success, 5600 NE 42nd Ave., Portland, OR, 97218-1410.
91. TAPS, 619 11th, Suite 225, Portland, OR, 97205.
92. Tigard AFS, Sue Bryant, 10777 SW Cascade Ave., Tigard, OR, 97223.
93. TVW, 6615 SE Alexander, Hillsboro, OR, 97123.
94. Urban League of Portland, 10 N Russell St., Portland, OR, 97227. Ph# (503) 280-2600.
95. Washington County, Human Resources, 155 N First, Rm. 210, Hillsboro, OR, 97123.
96. Western Oregon State University, Employment Opportunities, NPE Building, Monmouth, OR, 97361.
97. Western Washington University, Career Services Center, Bellingham, WA, 98225-9002.
98. Willamette University, Career Services, 900 State St., Salem, OR, 97301.
99. WCA Women's Resource Center, 1111 SW 10th Ave., Portland, OR, 97205.

APPENDIX B

Local Law Enforcement Block Grants

The City of Beaverton has received five Local Law Enforcement Block Grants from the Federal Bureau of Justice Administration. Rob Drake, the City's Mayor, has served as the official project director of each grant. The details concerning each grant are listed below:

<u>Year</u>	<u>Grant No.</u>	<u>Purpose</u>	<u>Amount.</u>	<u>Contact Person</u>
1996	96LBVX3911	Training	\$39,286	Paul Danko
1997	97LBVX3016	Equipment	\$43,076	Paul Danko
1998	98LBVX3016	Training	\$47,185	Andrea Moore
1999	2000LBVX0170	Training & Equip.	\$51,022	Andrea Moore
2000	2000LBBX193	Equipment	\$44,859	Andrea Moore
2001	2001LBBX3916	Equipment	\$44,386	Andrea Moore
2002	2002LBBX1808	Training & Equip.	\$40,290	Angela Coffey

APPENDIX C

Table 4 is a statistical breakdown of the City's available community workforce for each job category broken down by gender within each racial, color, and national origin group. Table 4 presents the raw data in both number and percentage formats. The gender breakdown in each race, color, and national origin group is derived by applying the corresponding women availability percentage of the total number in each job category. The numbers are rounded to the nearest whole number. The percentages are rounded to the nearest one-tenth of one percent.

Table 4: City of Beaverton Community Workforce (Gender Estimates Within Groups)

<u>Job Group</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Black (M/W)</u>	<u>Am. Indian (M/W)</u>	<u>Asian (M/W)</u>	<u>Hispanic (M/W)</u>
1. Officials and Administrators	28,471 14.1%	20,885 73.4%	7586 26.6%	337/122 1.2% / 0.4%	162 / 59 0.6% / 0.2%	586 / 212 2.1% / 0.7%	219 / 79 0.8% / 0.3%
2. Professionals	90,278 44.6%	55,320 60.8%	34,958 39.2%	704 / 444 0.8% / 0.5%	347 / 219 0.4% / 0.2%	1312 / 828 1.5% / 0.9%	792 / 500 0.9% / 0.5%
3. Technicians	8308 4.1%	6205 74.7%	2103 25.3%	128 / 43 1.5% / 0.5%	71 / 24 0.8% / 0.3%	231 / 78 2.8% / 0.9%	144 / 49 1.7% / 0.6%
4. Protective Service Workers	2317 1.2%	1889 81.5%	428 18.5%	43 / 10 1.9% / 0.4%	0 / 0 0% / 0%	9 / 2 0.4% / 0.1%	40 / 9 1.7% / 0.4%
5. Paraprofessionals	7069 3.5%	2404 34.0%	4665 66.0%	65 / 127 0.9% / 1.8%	9 / 18 0.1% / 0.3%	126 / 246 1.8% / 3.5%	53 / 104 0.7% / 1.5%
6. Administrative Support	48,124 23.8%	6313 13.1%	41,811 86.9%	105 / 700 0.2% / 1.5%	49 / 323 0.1% / 0.7%	127 / 846 0.3% / 1.7%	122 / 806 0.2% / 1.7%
7. Skilled Craft Workers	12,080 6.0%	10,378 85.9%	1702 14.1%	241 / 39 2.0% / 0.3%	108 / 18 0.9% / 0.1%	372 / 61 3.1% / 0.5%	435 / 71 3.6% / 0.6%
8. Service-Maintenance	5615 2.8%	4813 85.7%	802 14.3%	104 / 17 1.9% / 0.3%	11 / 2 0.2% / 0.0%	252 / 42 4.5% / 0.7%	825 / 138 14.7% / 2.5%
TOTALS	202,262 100%	108,207 53.5%	94,055 46.5%	1727 / 1502 0.9% / 0.7%	757 / 663 0.4% / 0.3%	3015 / 2315 1.5% / 1.1%	2630 / 1756 1.3% / 0.9%

Table 5 identifies the utilization of male and females in each job group within the City of Beaverton in comparison with the availability in those job groups in the identified community workforce. In job groups where the utilization is greater than that found in the labor market community the percentage of utilization above the labor market is indicated as a positive number. Where the utilization is less than that found in the labor market, the percentage of

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underutilization is identified in parenthesis. Underutilization shown in bold are those categories where the underutilization is more than one person, and is therefore statistically significant.

Table 5: City of Beaverton Organizational Utilization of Community Workforce
(Gender Estimates Within Minority Groups)

<u>Job Group</u>	<u>Male</u>					<u>Female</u>				
	<u>White</u>	<u>Black</u>	<u>Hisp.</u>	<u>Asian</u>	<u>Am. Ind.</u>	<u>White</u>	<u>Black</u>	<u>Hisp.</u>	<u>Asian</u>	<u>Am. Ind.</u>
1. Official & Administrators Utilization/ (Underutilization)	17.3%	(1.2%)	(0.8%)	0.7%	(0.6%)	(13.8%)	(0.4%)	(0.3%)	(0.7%)	(0.2%)
2. Professionals Utilization/ (Underutilization)	(2.0%)	(0.8%)	(0.9%)	0.8%	(0.4%)	0.7%	(0.5%)	(0.5%)	3.8%	(0.2%)
3. Technicians Utilization/ (Underutilization)	8.2%	(1.5%)	(1.7%)	1.2%	(0.8%)	(7.1%)	(0.5%)	(0.6%)	3.1%	(0.3%)
4. Protective Service Workers Utilization/ (Underutilization)	12.6%	(0.9%)	(0.7%)	(0.4%)	0%	(9.7%)	(0.4%)	(0.4%)	(0.1%)	0%
5. Paraprofessionals Utilization/ (Underutilization)	(10.0%)	(0.9%)	(0.7%)	(1.8%)	(0.1%)	13.8%	(1.8%)	(1.5%)	1.0%	2.0%
6. Administrative Support Utilization/ (Underutilization)	(11.0%)	(0.2%)	1.2%	(0.3%)	(0.1%)	7.8%	(0.1%)	1.0%	2.4%	(0.7%)
7. Skilled Craft Workers Utilization/ (Underutilization)	13.8%	1.8%	(3.6%)	(3.1%)	(0.9%)	(12.5%)	(0.3%)	(0.6%)	(0.5%)	(0.1%)
8. Service/ Maintenance Utilization/ (Underutilization)	23.0%	(1.9%)	(11.6%)	(1.4%)	(0.2%)	(4.4%)	(0.3%)	(2.5%)	(0.7%)	0%